



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(revised 08/02/10)

Board Clerk Use Only

Meeting Date: 12/09/2010

Agenda Item #: R-1

Est. Start Time: 9:30 AM

Agenda Title: **Approval of the 2010-2013 Labor Agreement between Multnomah County and Local 88, AFSCME, AFL-CIO (Juvenile Custody Services Specialists Unit)**

Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.

Requested Meeting Date:	<u>December 16, 2010</u>	Amount of Time Needed:	<u>15 minutes</u>
Department:	<u>Dept. of County Management</u>	Division:	<u>Central HR/Labor Relations</u>
Contact(s):	<u>Blaise M. Lamphier, Labor Relations Manager</u>		
Phone:	<u>(503) 988-5135</u>	Ext.	<u>2</u>
Presenter Name(s) & Title(s):	<u>Blaise Lamphier, David Koch, Bryan Lally, Bruce Kosharek</u>		
I/O Address:	<u>503/300</u>		

General Information

1. What action are you requesting from the Board?

The Department of County Management recommends approval of a three-year labor agreement with Local 88, AFSCME, AFL-CIO (JCSS) covering the classification of Juvenile Custody Service Specialist.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

The 2007-2010 Agreement expired June 30, 2010. The parties have been actively engaged in negotiations since April 29, 2010, and have reached agreement on a new contract to run from July 1, 2010 through June 30, 2013. The 2010-2013 agreement provides for the continuation of wages, benefits and other working conditions. The new agreement, which was ratified by the membership of JCSS on December 6, 2010, is now subject to ratification by the Board of County Commissioners. Significant provisions include:

- Effective July 1, 2010: 0% (No increase, COLA freeze)
- Effective July 1, 2011: Minimum of 0%, maximum 3% COLA, equal to CPI-W for Portland, 2nd Half
- Effective July 1, 2012: Minimum of 0%, maximum 3% COLA, equal to CPI-W for Portland, 2nd Half

- Health and Welfare – Current County plans and contribution rates with updates reflecting federal mandates on eligible children
- Holidays – Change in the annual carryover threshold from a maximum of 98 hours to a maximum of 50 hours
- Sick Leave – Clarification of language regarding verification.
- Settlement of Disputes – Clarification of waiver of grievances for failure to meet timelines at any step of the grievance procedure, in addition to language requiring both parties to allow each other the opportunity to meet and confer before filing Unfair Labor Practice (ULP) charges against the other.
- Work Schedules – Clarification that shift exchanges will not make the County liable for additional shift differential pay.
- Lead Worker Assignments – Lead work assignments will be made prior to the shift bid for two specific categories (EBP and Night Leads) only.
- Employee Relations Committee – Addition of one (1) representative from both parties to improve internal communications.

3. Explain the fiscal impact (current year and ongoing).

The fiscal impact for the duration of this contract is as follows:

FY2011- 0% COLA agreement, no fiscal impact

FY2012- 0%-3% COLA, \$0-\$115,560

FY2013- 0%-3% COLA \$0-\$119,027

Total fiscal impact range for the duration of the contract is \$0-\$234,586 assuming flat FTE.

4. Explain any legal and/or policy issues involved.

n/a

5. Explain any citizen and/or other government participation that has or will take place.

n/a

Required Signature

**Elected Official or
Department/
Agency Director:**

Mindy Harris

Date: 12/1/2010